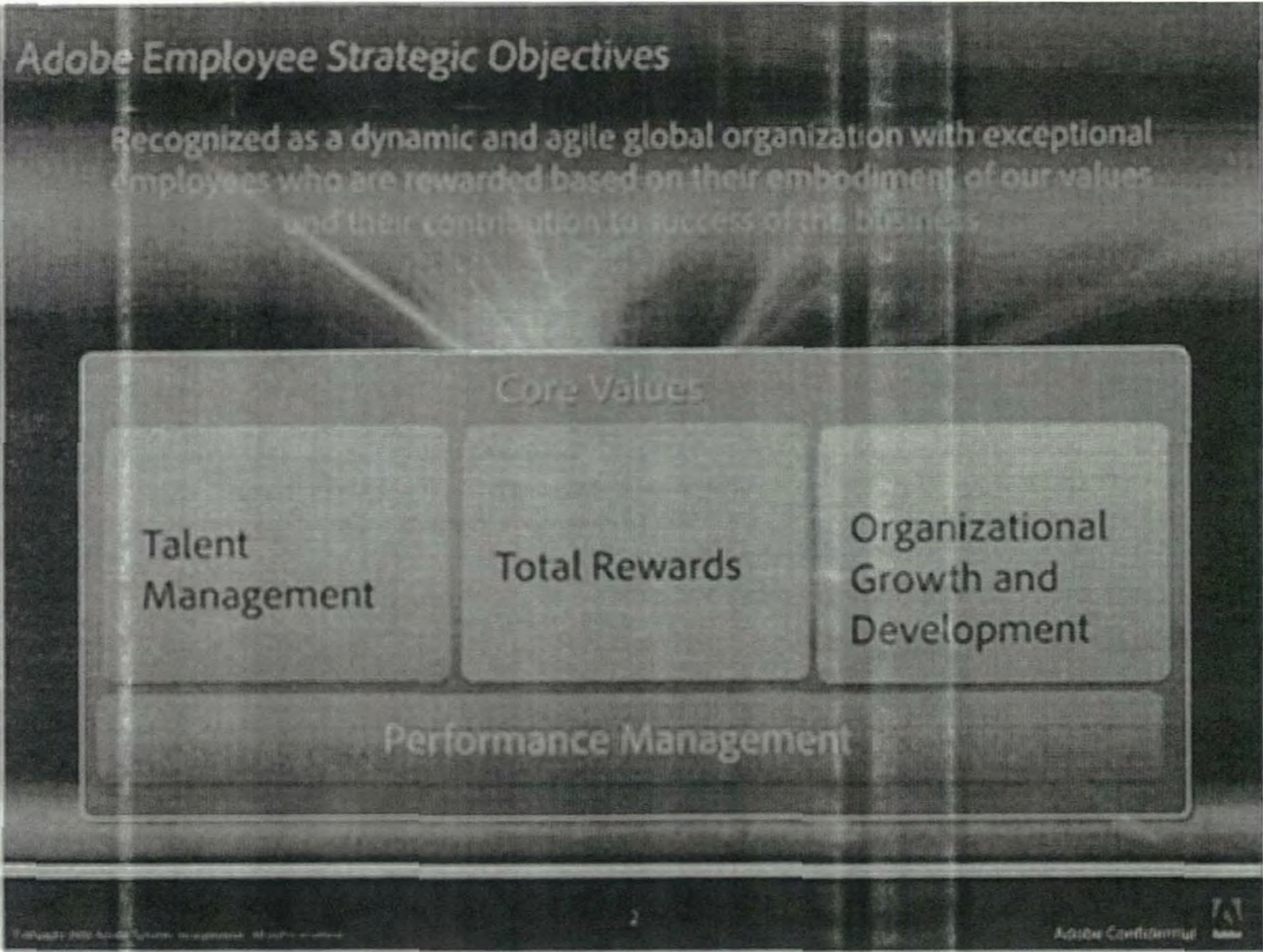


# **EXHIBIT 2486**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

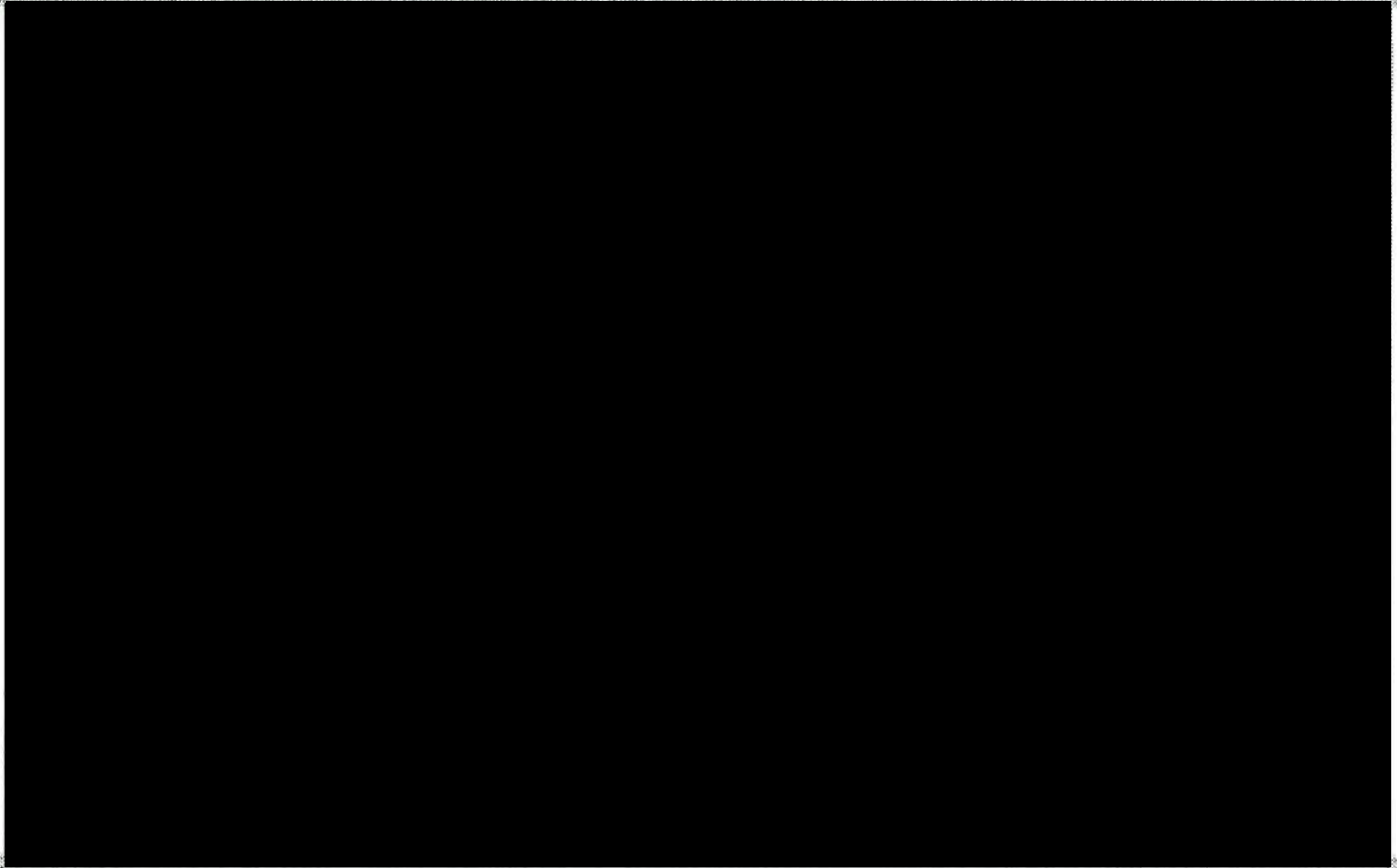
**Part 3 of 3**



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## HR Strategic Imperatives and Success Attributes



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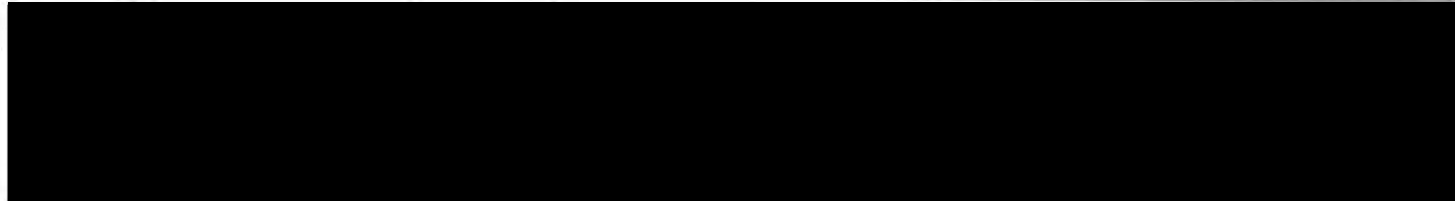
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## Key Workforce Trends




Trends

Organizational Shifts



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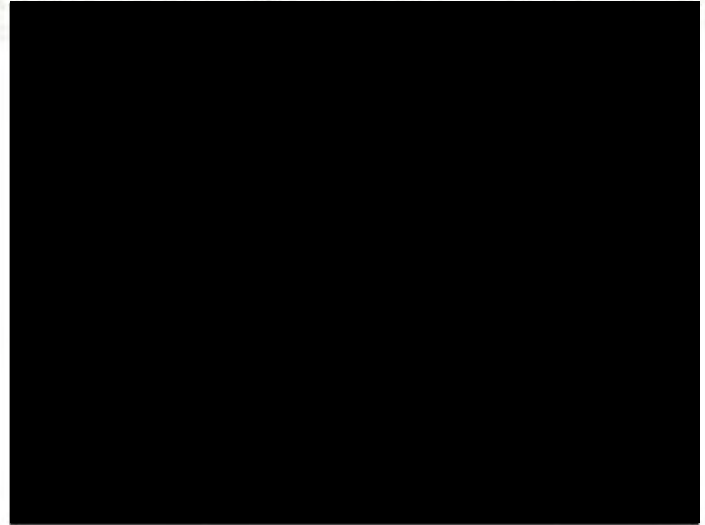
## Key Shifts

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## Talent Acquisition Philosophy



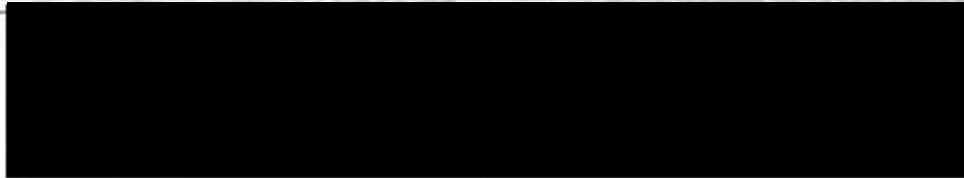
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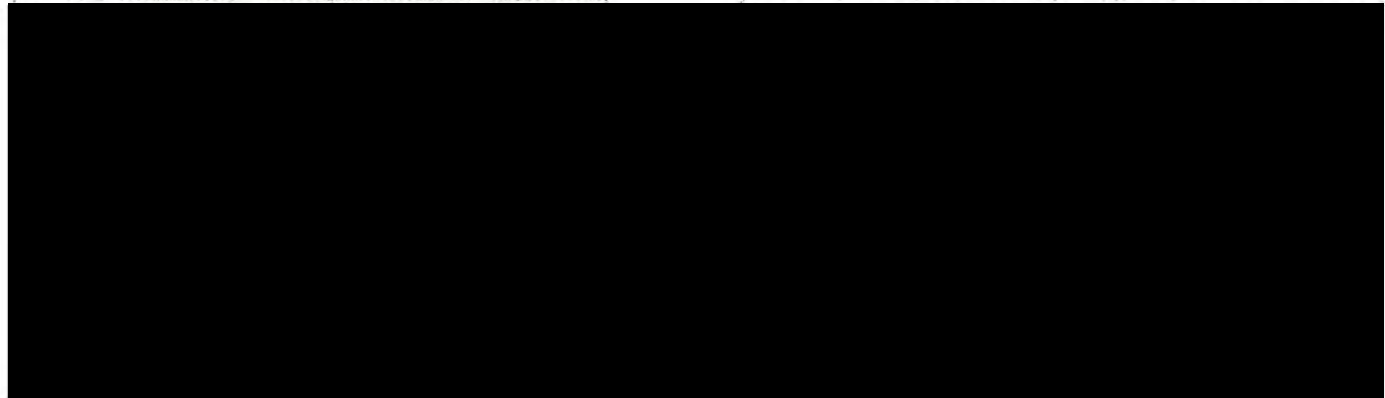
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## Talent Acquisition Strategic Success



Current

Future



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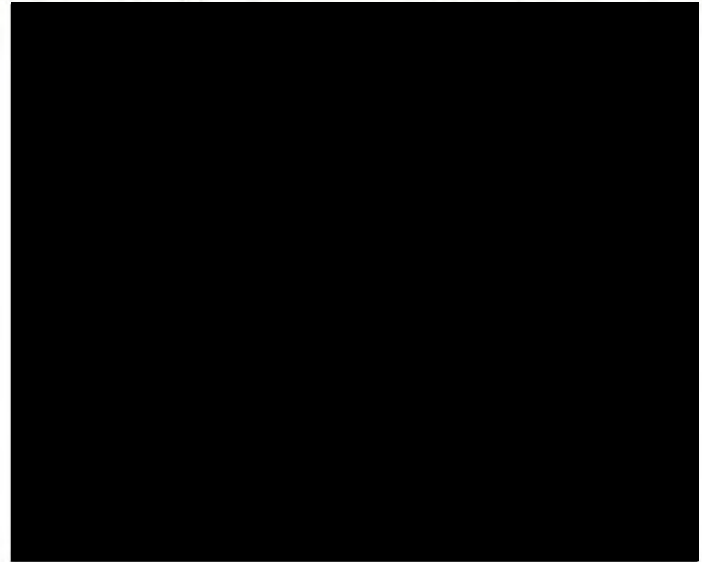
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## Performance Management Philosophy



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## Performance Management Strategic Success



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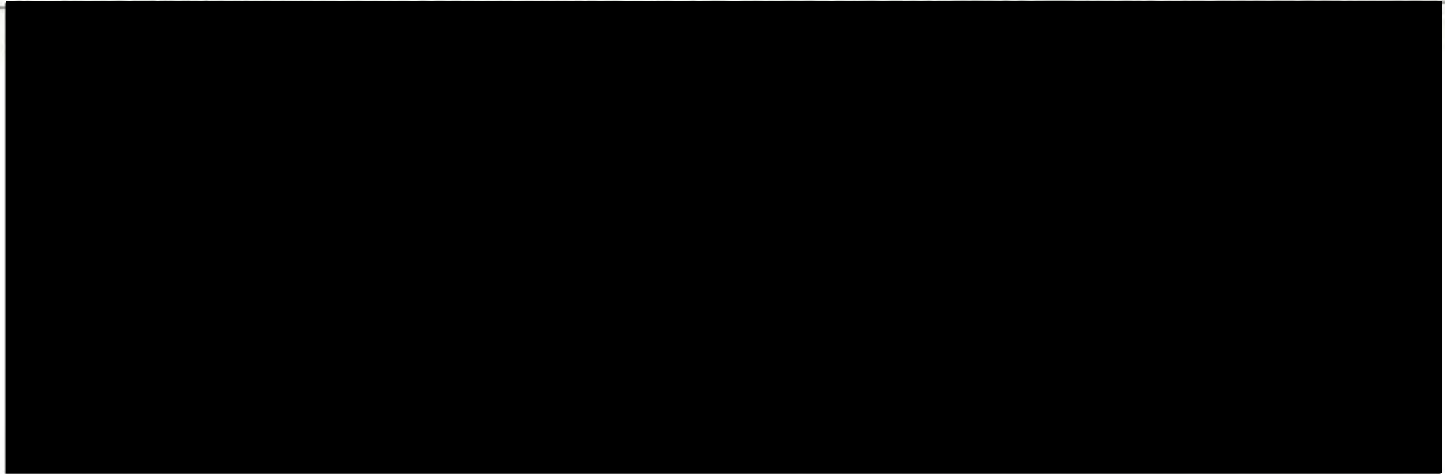
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## Future State Overview - Managing Performance



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## Total Rewards Philosophy



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## Total Rewards Strategic Success

Current

Future

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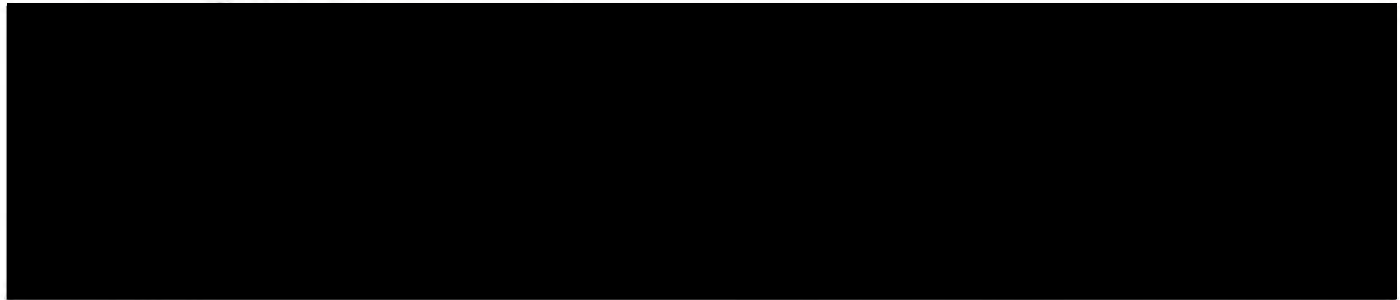
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## Future State Overview - Total Rewards Priorities

- Ensure Total Rewards objectives align with, enable and support the company business strategy



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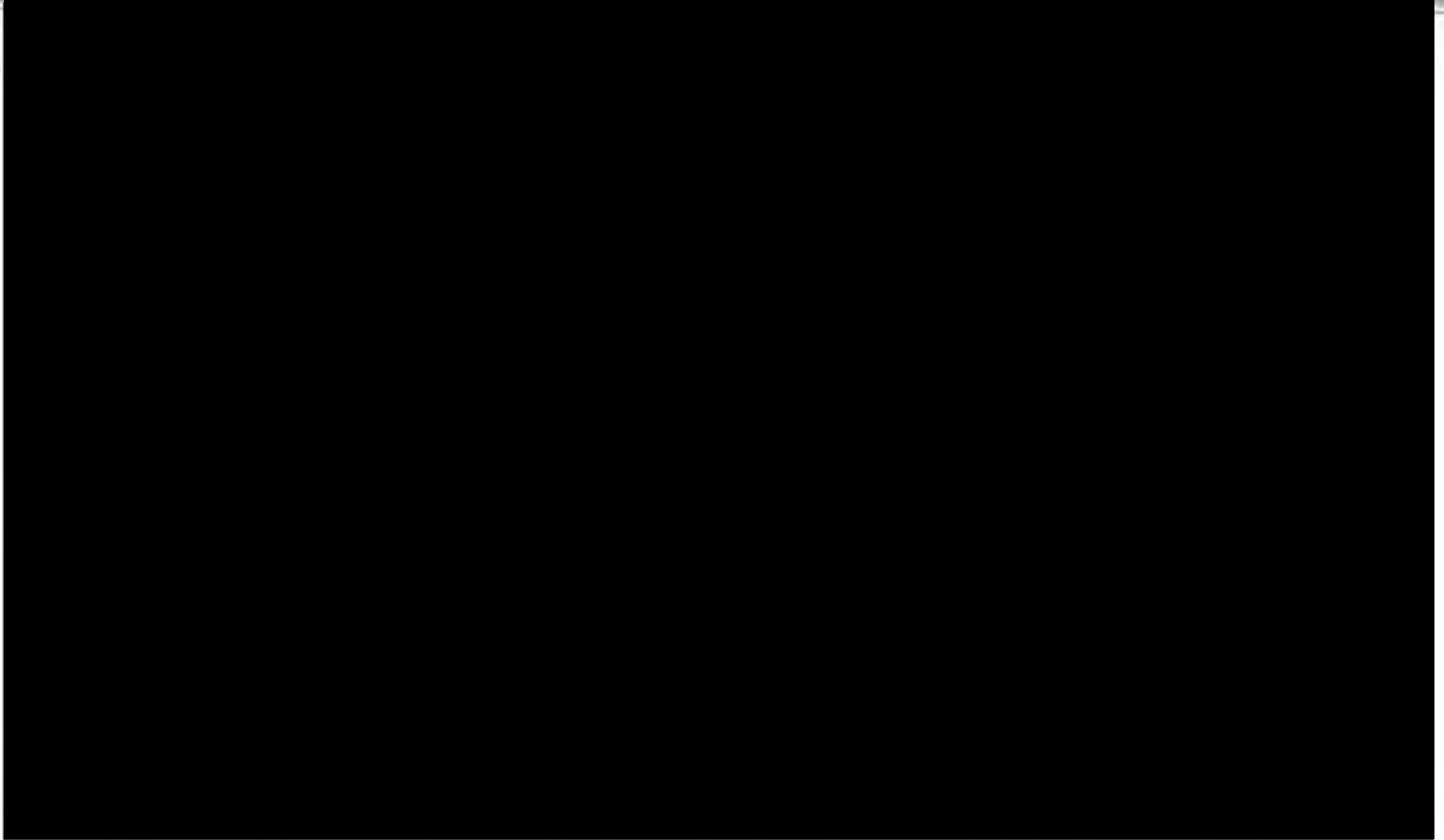


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## Future State Overview – Aligning Pay to Performance



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## Organizational Growth and Development Philosophy



Growing our key talent to  
provide the internal pipeline  
for tomorrow

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## Organizational Growth and Development Strategic Success

Current

Future

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## HR Operations Philosophy



Recognized for global HR excellence by providing the business with best practice processes and systems that provide high impact to the company leveraging centralization and a cost effective approach to HR and business priorities

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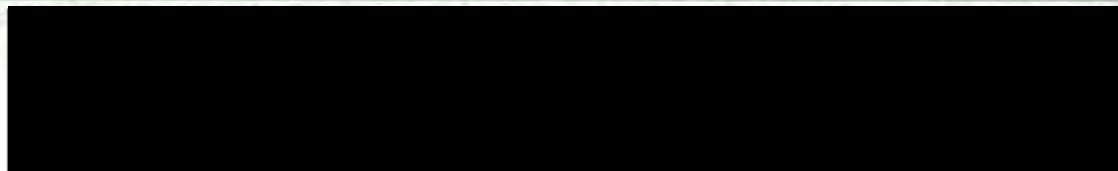
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## Future State Overview - HR Operations



- Intended outcome is to ensure HR is cross functional to increase efficiencies and effectiveness



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## HR Excellence



Align HR across the function to increase agility and flexibility, building and leveraging capabilities resulting in faster execution and focus on key strategic priorities

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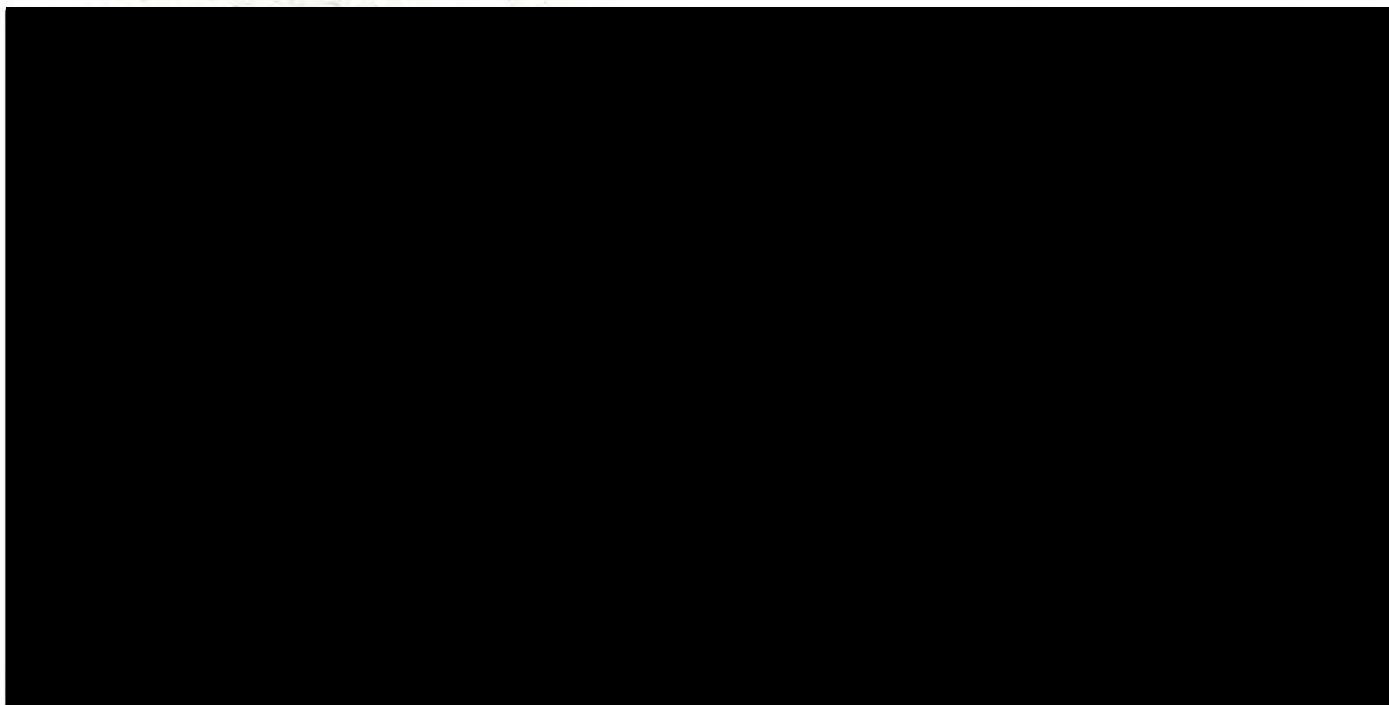
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## Future State Overview - Building HR Capabilities

- Build HR capabilities globally to support the business as it continues to evolve and scale



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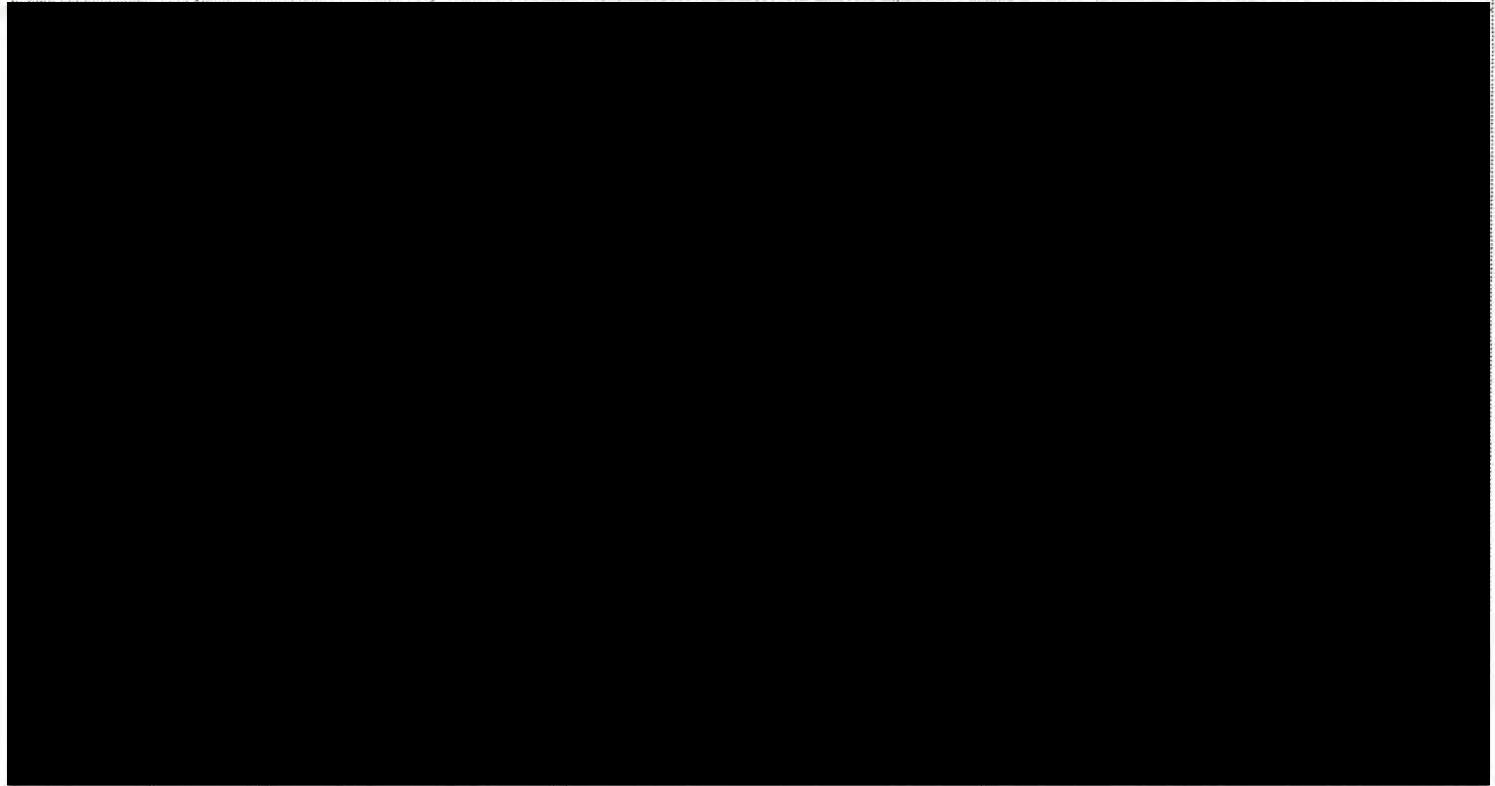
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## 2009 – 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets
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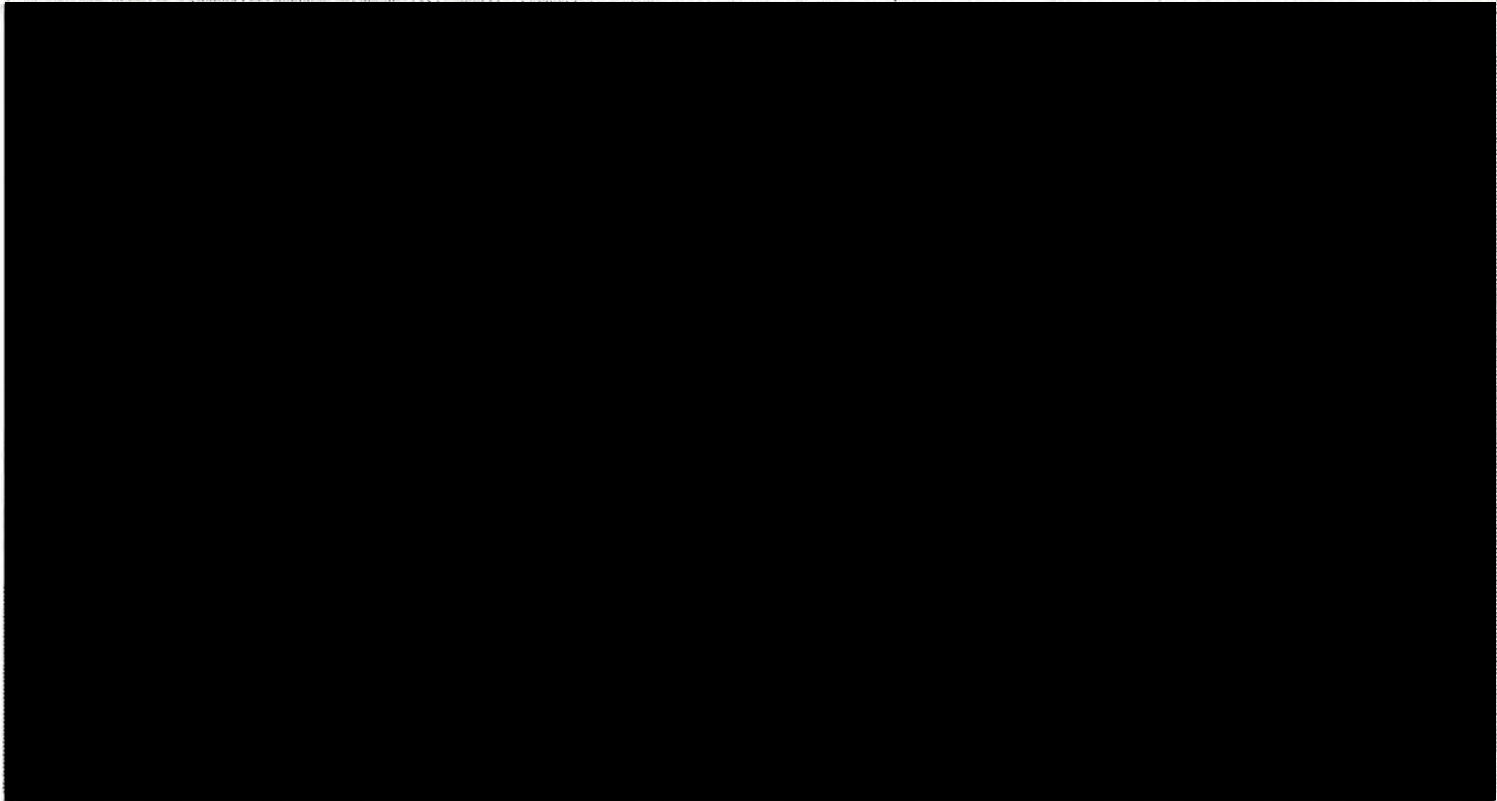
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## 2009 - 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets
			

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## Performance Management Engagement Survey Measurement

- Increase YOY engagement survey metrics related to performance management:

Focus	FY 2009	FY 2010 Target

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# Appendix

## University Recruiting



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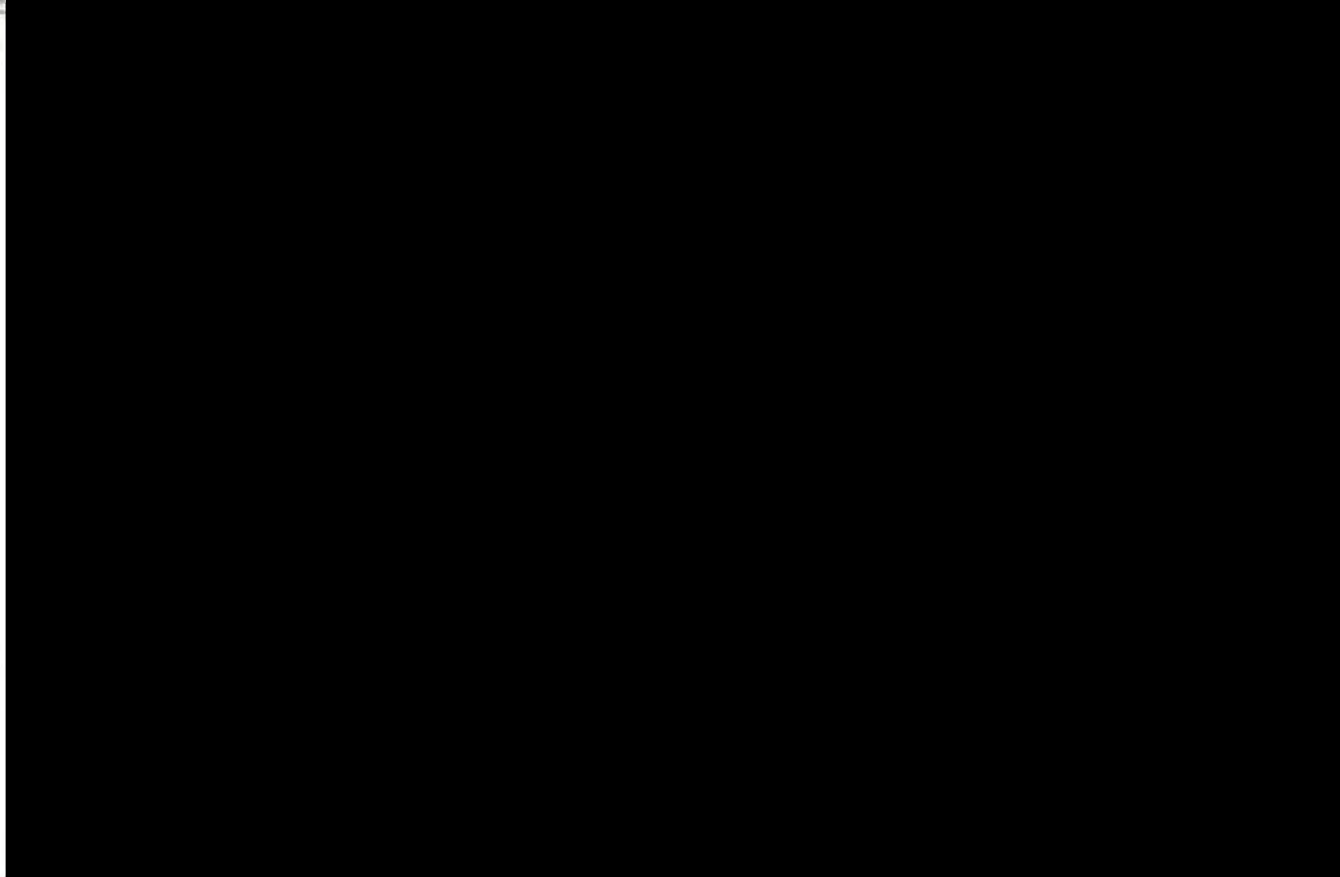
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## University Recruiting Operating Plan: Key Shifts



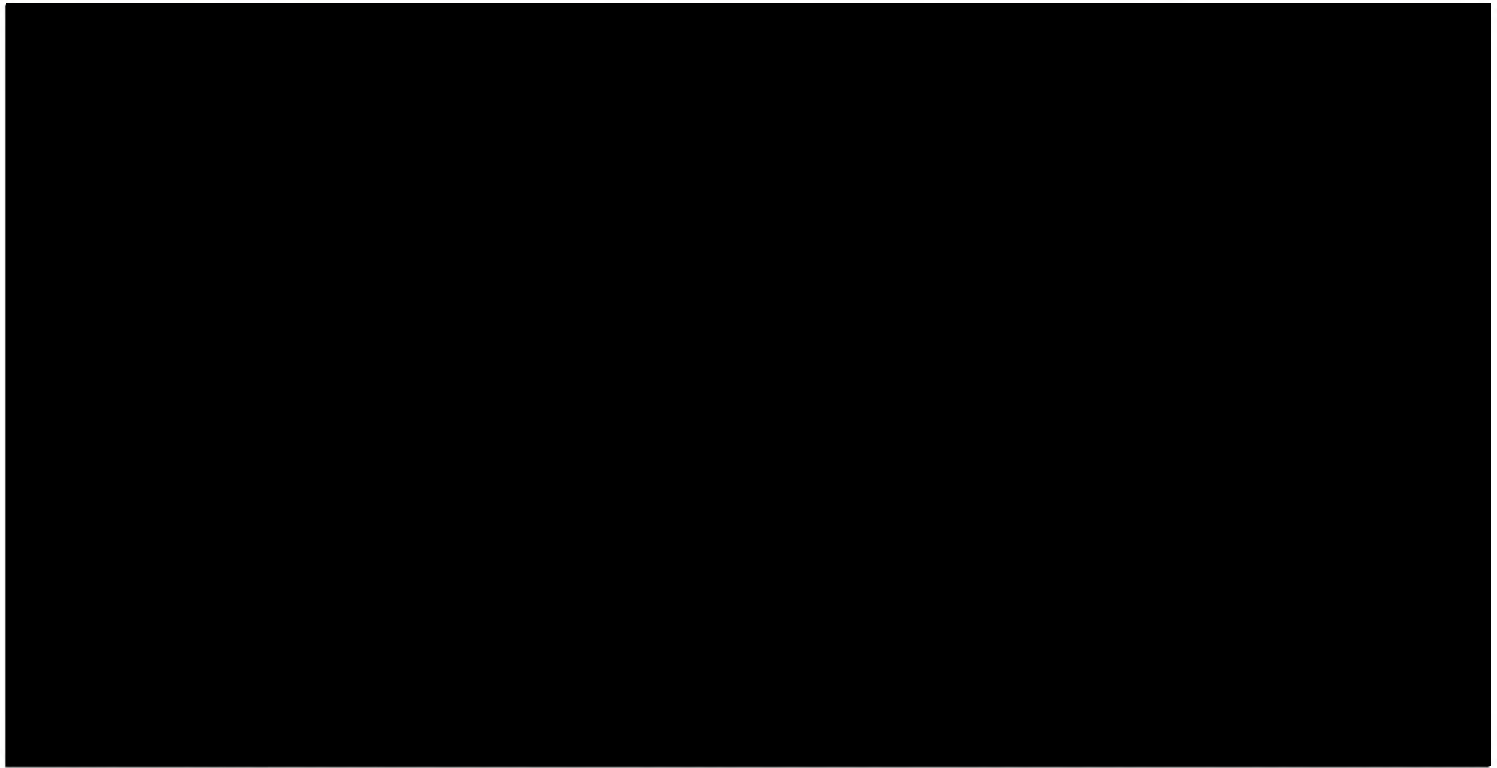
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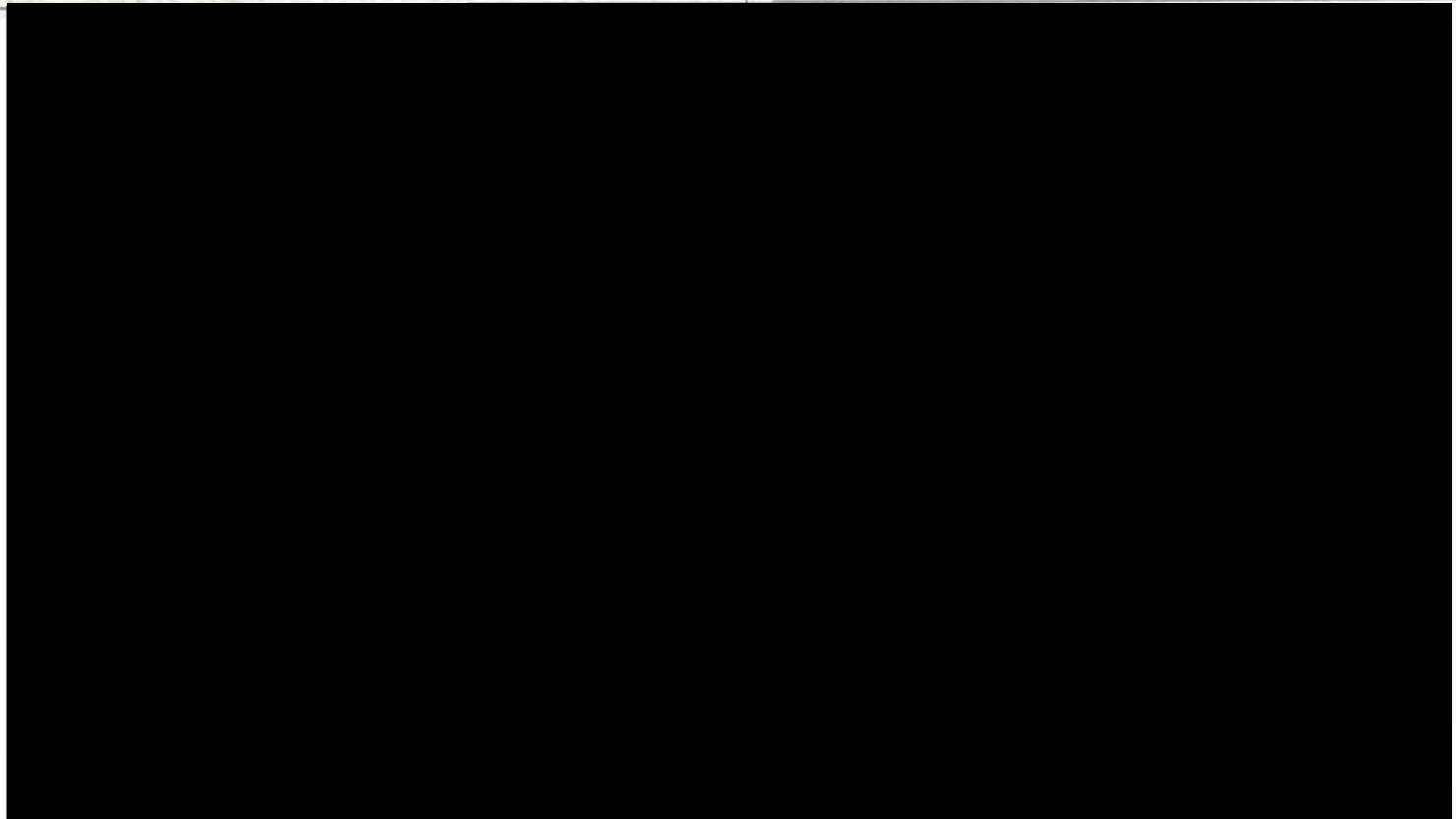
## University Recruiting: 3 Year Roadmap



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## University Recruiting KPIs

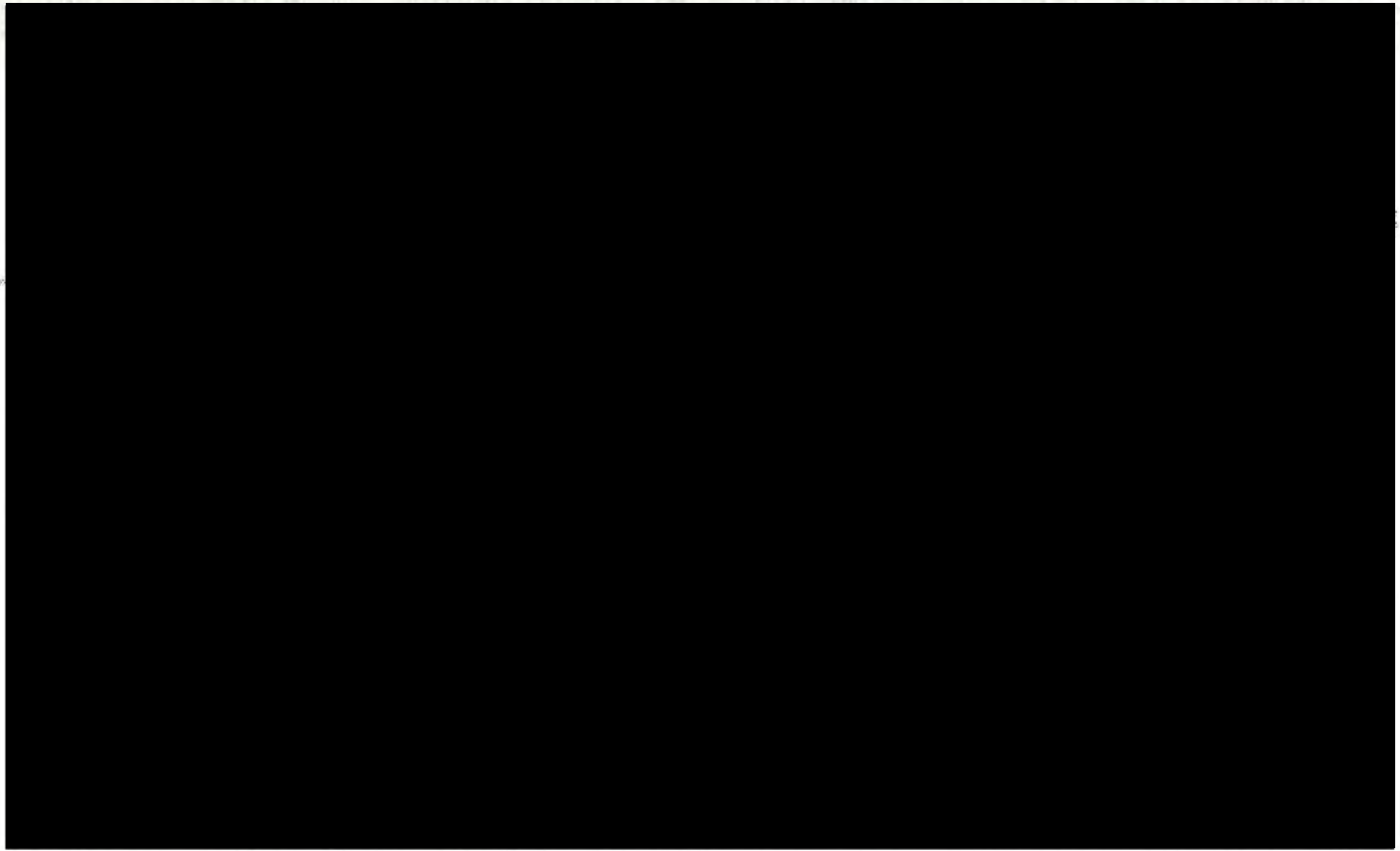


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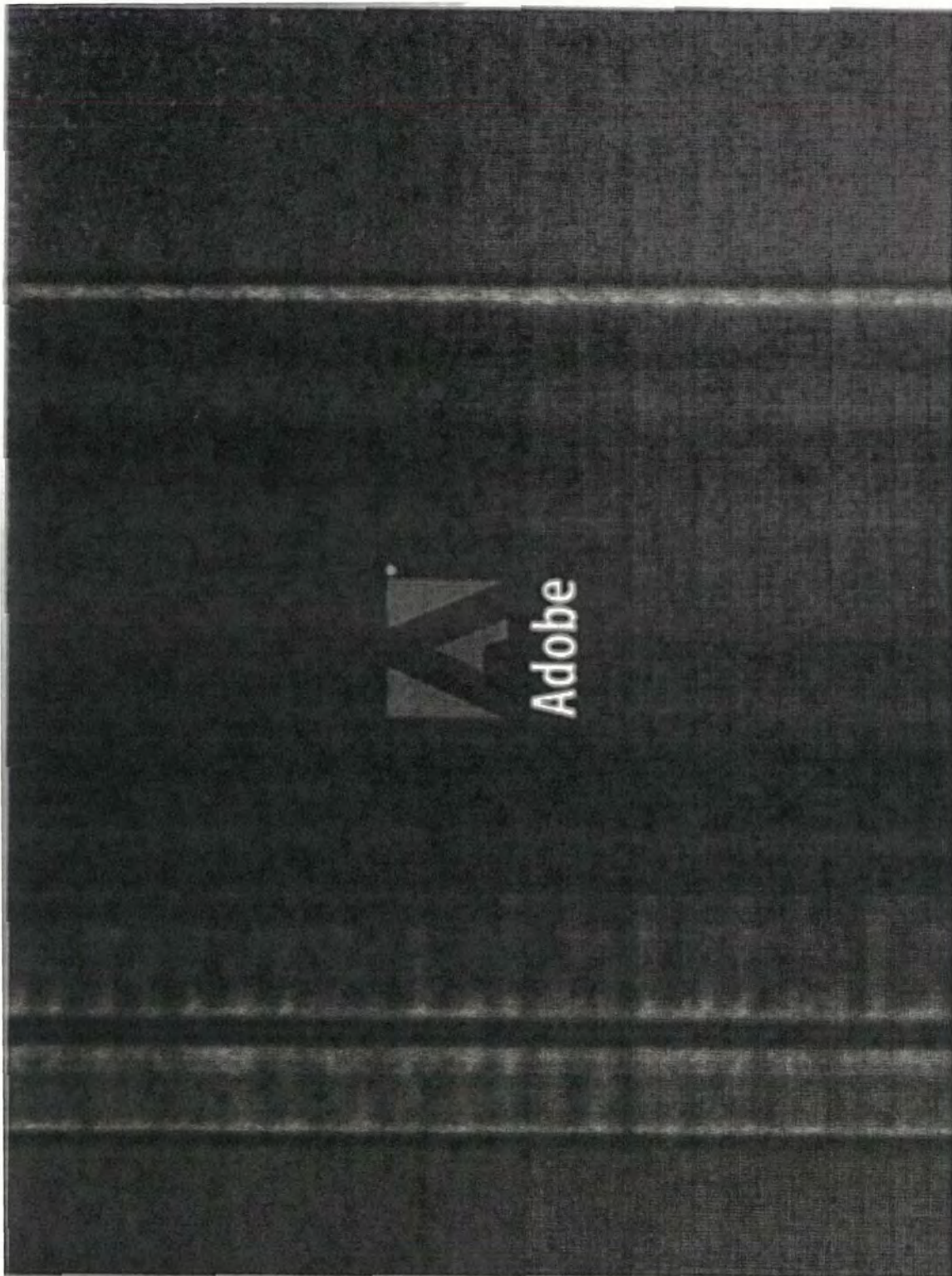
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## University Recruiting: FY10 Targeted Universities



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